



## Livingston JOB SERVICE EMPLOYER COMMITTEE

### JSEC Minutes March 18, 2008

**MEMBERS PRESENT:** Jim Hunt; Chairman, Dick Murphy; Vice Chair, Gail Habener, Joyce Heiser, Hillary Johnson, Zanya Betley, Brian Sparks, LouAnn Nelson, Pam Payovich, Susy Dunn, Gary Kane, Joe Bennett, Polly Miller, and Susan Hanken

### AGENDA ITEMS:

**Next Meeting:** Tuesday, April 8, 2008

1. \* Welcome – Gary Kane Park High School – In response to comments by JSEC members about concerns for our future labor force, to learn more about upcoming generations, and to network with our local schools, Park High Principle was invited to speak at our March meeting.

Gary spoke about efforts to build a connection between the High School and the Community stressing that we want to keep our youth here and not see them displaced. The goal is to give students a well rounded education and prepare as many as possible for college. An estimated 51% of the students will go to college and a 49% will enter the workforce immediately.

In effort to prepare students for the workforce, a new program was implemented in the school requiring students to complete 40 hours of service in the Community over a four year period as part of a learning and community component to graduate. It is considered essential that both the Community and the Students get to know each other to overcome preconceived ideas about teenagers or adults. This new requirement must be volunteer work and is intended to increase student's ability to communicate with adults and develop a relationship and affinity with the Community. The School Counselors are helping with community outreach in addition to career guidance. Also, the Career Tech Program teaches trade skills and is highly respected within the community. The School is involved with a project in conjunction with MSU and North Western Energy to understand wind energy.

Zanya met with Xanterra Human Resources about their employment needs. She reported that the Park is reluctant to hire High School students stating that they believe from experience that High School students do not work as hard as other employees. The Park prefers to bring in foreign workers because they are good workers plus they come with social skills in place necessary to provide customer service.

These comments concerned the Principle. The school is working to change the image of High School students in the community and remedy any rumors that High School kids are bad, disinterested, lacking skills or any negative perceptions that adults may have about teenagers by working to establish a different culture. Gary commented that the school has a good mix of kids with both conservative and liberal elements and could not stress enough that teens want to please and participate as viable members of the community and hopes that we adults will continue to show we care. He hopes that the new Community Service program will change this perception of High School students in the Community, teach students the social skills necessary to succeed, generate an interest amongst students in the Community, and teach them that there are opportunities on which to build a future in Livingston for those who do not go on to college.

2. \*2008 Calendar of Events in place.

April 14-17: JSEC Conference in Great Falls.

April 23: 3<sup>rd</sup> Annual Livingston Job Fest at the Civic Center.

May 14: Assistance For Business Clinic.

Job Fest Update – Gail – The High School will include in morning announcements information about Job Fest every morning for 10 days leading up to the Job Fest and teachers will encourage students to attend.

3. Included in this section in order:

\*a) Job Service Update – Community Outreach

\*b) Results of Jim Nys Workshop Performance Management & Avoiding Wrongful Discharge.

\*c) Labor Market Statistics – Job Service – Skip Shiver

\*d) JSEC/MSEC Conference Agenda - "Montana Innovation for Business" JSEC conference is April 14 – 16 in Great Falls. **We have funds for two Members to attend. Please let Sue know if you are interested as soon as possible so she can make your reservation.**

\*e) NewWest.Net Western Biofuels Research Article by David Nolt

**\*a) Job Service Update:** Gail and Zanya have been conducting Job Service outreach to Gardiner, White Sulphur Springs, and Big Timber as an outreach effort to get to know Employers in these communities. Job Service job list is also being sent out to organizations in these communities. Per Gary Kane's request, the list will also be sent to him from now on.

**\*b)Survey Results** and Comments about Jim Nys Workshop Performance Management & Avoiding Wrongful Discharge.

	Excellent	Good	Fair	Poor	29 Total
1.Instructor's knowledge of the subject:	29				
2.Relevance of the material to your needs:	26	3			
3.Location (parking, temperature, comfort, etc:	7	12	10		
4.Other	8	1			

His knowledge was amazing. I learned a lot about management procedures and state laws.

Instructor has incredible vast knowledge and memory. Very helpful, I really appreciate the printed Power Point.

Delivery was excellent.

Wow. Wealth of information.

Too many breaks. Would rather just get through the material. Nicer if lunch provided with seminar fee.

Learned a lot! Noise from other meeting in room over was distracting.

Excellent knowledge of subject matter (yes it was that good).

Was more than I need, but that's good. Thanks for providing all of the materials and information.

Awesome! It always helps to have more information.

Location - Slim pickins in Livingston.

Room next door was extremely loud and distracting.

A lot of outside noises, vaccum upstairs, speaker next door. They had great coffee, water, muffins!

Excellent training!! Problem with competing class going on in the next room.

Competing voices distracting, otherwise, great. Thanks for snacks and on site lunch option was handy.

I'm impressed with Jim's ability to recall specific sections of Montana Code immediately.

Thanks for a great eye opener.

Jim is very knowledgeable about HR related issues. Thanks for incorporating actual real life situations.

Thanks for the PPs and your ease and knowledge of the material; not just reading the slides. Really good presentation style.

Got more than I expected.

**\*c) Labor Market Statistics:** Park County –

**Park County's Labor Force**

December 2006 – 8,978 workers

December 2007 – 8,723 workers

*Decrease of 255 workers\**

\*Statistics derived from State of Montana Research and Analysis Bureau

**Total Active Jobs Posted by Livingston Job Service**

December 2006 – 37      February 2006 – 37      March 2007 – 40

December 2007 – 62      February 2007 – 19      March 2008 – 28

**Total Currently Active Job Listings with Livingston Job Service**

As of March 10, 2008 – 28

**Total Active Job Seekers**

As of March 10, 2007 – 545      As of March 10, 2008 – 962

*Increase of 417 registered job seekers in 12-month period.\**

\*Note that Livingston Job Service has undertaken a more aggressive registration campaign with job seekers during this 12-month period which may account partly for the significant increase in registered active job seekers.

**\*d) JSEC/MSEC Conference Agenda**

**2008 JSEC/Managers Conference Agenda**

*Private sector businesses, and professionals representing workforce development, education, and economic development*

**Draft Agenda**

**Rev. February 27, 2008**

Monday, April 14, 2008	
2:30 p.m. – 5:00 p.m. <b>Closed</b> <b>Concurrent Sessions</b>	MSEC/JSEC Board/Business Meeting <i>Who should attend? MSEC and JSEC Members</i>
	Regional Director's Meeting <i>Who should attend? Regional Directors</i>
5:30 p.m. – 7:30 p.m.	Early Bird Registration and Networking
Tuesday, April 15, 2008	
7:00 a.m. – 8:00 a.m.	Networking (Buffet Breakfast Provided)
8:00 a.m. – 8:30 a.m.	Welcome: <b>Keith Kelly</b>
8:30 a.m. – 10:30 a.m.	Opening Plenary Part A: <b>Greg Newton</b> "Talent Pipeline for Prosperity: Where Will Businesses Find the Workers of Today and Tomorrow? How You Can Make the Difference!" <i>Who should attend? Everyone!</i>
10:00 a.m. – 10:30 a.m.	Break
10:30 a.m. – 12:00 p.m.	Opening Plenary Part B: <b>Greg Newton</b> "Talent Pipeline for Prosperity: Where Will Businesses Find the Workers of Today and Tomorrow? How You Can Make the Difference!" <i>Who should attend? Everyone!</i>
12:00 p.m. – 1:30 p.m.	Networking Luncheon
1:30 p.m. – 3:00 p.m. <b>Concurrent Sessions</b>	Session A: <b>Greg Newton</b> "10 Human Resource Trends" <i>The workforce and workplace is changing and becoming ever-more challenging. How you respond to these challenges is key to productivity, profit, and competitiveness for both your business and the Montana economy. After presenting the top ten challenges and discussing what they may mean for your human resource practices, ideas will be shared (including best practices) for you to survive and thrive and respond, not just react.</i> <i>Who should attend? Employers</i>
	Session B: <b>Annette Miller and Barb Wagner</b> Montana Dept. of Labor, Research & Analysis Bureau Subject: <i>LMI Marketing Plan, and LMI for workforce professionals</i> <i>Who should attend? Workforce Professionals</i>
3:00 p.m. – 3:30 p.m.	Break
3:30 p.m. – 5:00 p.m. <b>Concurrent Sessions</b>	Session A: <b>Jean Faure</b> Faure Holden Attorney's at Law, P.C. Subject: <i>Business Law</i> <i>Who should attend? Everyone!</i>
	Session B: <b>Pat Boles</b> Montana Dept. of Administration Subject: <i>IT Security</i> <i>Who should attend? Everyone!</i>
6:00 p.m. – 9:00 p.m.	Award Ceremony (Dinner Provided)

	<b>RSVP Required</b>
<b>Wednesday, April 16, 2008</b>	
7:00 a.m. – 8:00 a.m.	Networking (Buffet Breakfast Provided) <i>Who should attend? Everyone!</i>
8:00 a.m. – 9:30 a.m.  <b>Concurrent Sessions</b>	<p>Session A: <b>Greg Newton</b>            “How to Have a Successful First Meeting with a Business You Have Never Served Before”  <i>Reaching out to new, potential business customers is a challenge. How should you make contact? What should you do before the first face-to-face meeting? How do you establish initial credibility? What are the questions you should ask? What are your lead and tag-on products and services? How do you follow-up to convert the first contact into first service use? This session will provide a step-by-step guide to making contact, having a successful first meeting, and expanding your business customer base. Leave with ideas you can use today!</i>  <b>Who should attend? Business Resource Consultants</b></p> <p>Session B: <b>Travis Tilleman</b>            Montana Dept. of Labor, Human Rights Bureau            Subject: <i>Human Rights for Businesses</i>  <b>Who should attend? Employers &amp; Workforce Professionals</b></p>
9:30 a.m. – 10:00 a.m.	Break
10:00 a.m. – 11:30 a.m.	<p>Presentation: <b>BEAR Panel:</b>  <i>The Governor's vision for BEAR, MEDA's role, a statewide overview of activities, and the local coordinator perspective.</i>            Gloria O'Rourke, MEDA;            Pam Cote, Governor's Office of Economic Development;            Billings BEAR Coordinator; Lyle Gabrian            Great Falls BEAR Coordinator; Linda McNeal            Lincoln County BEAR Coordinator, <b>TBD</b>  <b>Who should attend? Everyone!</b></p>
11:30 a.m. – 1:30 p.m.	<b>Lunch – On your own</b>
1:30 p.m. – 3:00 p.m.  <b>Concurrent Sessions</b>	<p>Session A: <b>Mark Wilmarth</b>            Subject: <i>TBD</i>  <b>Who should attend? Everyone!</b></p> <p>Session B: <b>Pat Boles</b>            Subject: <i>IT Security</i>  <b>Who should attend? Everyone!</b></p> <p>Session C: (<b>Closed Session</b>): <b>Linda McHenry</b>            Subject: <i>Purchasing Training</i>  <b>Who should attend? Job Service Operations Bureau Managers &amp; Supervisors</b></p>
3:00 p.m. – 3:30 p.m.	Break
3:30 p.m. – 4:30 p.m.  <b>Concurrent Sessions</b>	<p>Session A: <b>Ingrid Childress and Gary Warren</b>  <i>Incumbent Worker Program &amp; WIRED Philosophy</i>  <b>Who should attend? Employers</b></p> <p>Session B: <b>Andy Lublin and the Regional Directors</b>  <i>JSOB and Regional Directors Updates</i>  <b>Who should attend? Workforce Professionals</b></p>
4:30 p.m. – 5:00 p.m.	<p>Open Forum – Closing  <i>What did you like; What do you want to see next year?</i>  <b>Who should attend? Everyone!</b></p>
<b>Thursday, April 17, 2008</b>	
7:00 a.m. – 8:00 a.m.	Networking (Continental Breakfast Provided)

8:00 a.m. – 9:30 a.m. Closed Concurrent Sessions	Session A: TBD Subject: Personnel Issues for Managers Who should attend? Job Service Operations Bureau Managers
	Session B: Central Office Staff Subject: JSOB Program Updates and Discussion Who should attend? Workforce Services Division Staff
9:30 a.m. – 10:00 a.m.	Break
10:00 a.m.– 11:30 p.m. Closed	Division Staff Meeting Who should attend? All Workforce Services Division Staff

\*e)



## Camelina Biofuel Development Center Slated for Bozeman by David Nolt 2/11/08

Sustainable Oils, a new joint venture between Seattle-based Targeted Growth and Houston-based Green Earth Fuels, will be expanding in Bozeman soon. The research and development center will provide genetically refined seeds to Montana camelina producers and will also purchase camelina crops produced from those seeds through contractual agreements. The harvest will then be refined to produce biodiesel – 100 million gallons worth by 2010, according to the company.

The European *Camelina sativa* plant is particularly suited for Montana's cool, arid climate. Recent support for biofuel production of camelina from Governor Brian Schweitzer and Montana Senators Max Baucus and Jon Tester is creating a friendlier environment for camelina producers in Montana; first-time camelina growers in the 32 counties covered by Montana's Agro Energy Plan can now recoup some of their seed costs.

"I believe Montana is going to be the poster child for developing a crop like this because of the great support from Helena and the industry at large," Sustainable Oils President Donald Panter posits.

The Sustainable Oils center will be a new addition to the WestBred research and development center on Timberline Drive in Bozeman. Genetic technologies there will provide gene modification to inherent camelina genes to improve yield. Panter says the crop is a "nice fit" for Montana because it grows well in low fertility soils and areas less than optimal for many crops. Camelina also rotates well with wheat and barley crops, and the harvesting process will not require farmers to invest in new equipment. Camelina is also very high in omega-3 fatty acids. The gum coating from camelina seeds can help other seeds endure harsh environments, and meal from the crushing process can be used to feed livestock.

Panter says growing camelina will benefit Montana family farms, but it will also benefit the nation as a whole.

"First of all, for Montana growers, it is another alternative to their crop production...and will help them maximize their profits. For Montana itself, it creates an entire new industry. For the nation, it's pretty clear, I think, that anything we can do to improve our ability to produce fuel at home in a sustainable way is good for the country."

Last week a report by the journal Science grabbed the attention of the biofuel world with studies showing biofuel crop production can actually be worse for the environment than fossil fuels, depending on how and where biofuel crops are produced. The Science study showed how conversion of rainforests, peatlands, savannas and grasslands into biofuel production can result in 17 to 420 times more CO2 released than from fossil fuels. Panter says biofuel production is complex, and all factors of crop production and refinery must be taken into account. Because camelina thrives on marginal lands, Panter says it is a perfect fuel to meet the needs of a growing population.

"One of the reasons camelina fits in so well is because it is targeted at areas that are not already large native carbon sinks," Panter says.

There is currently no national commodities market for camelina, and Panter was unable to provide prices for the oilseed crop. As for jobs in Montana, Panter says the greatest boon will obviously be for camelina farmers. Growth for Sustainable Oils will be commensurate with camelina acreage in the state. Montana camelina crops will be crushed in-state, but Panter says his company has not yet committed to a location for the biodiesel production plant. The Bozeman center should be finished by late summer 2008.

Several areas in the West – particularly the Four Corners region – also hold potential for camelina production.